



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Lifeguard Management Association Effective July 1, 2006 through December 31, 2008

This is a general outline of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

Salary Adjustments: During the term of the current contract salary adjustments are as follows:

June 23, 2007 – 2% increase

June 21, 2008 – 3% increase

Special Assignment Pay: Certified boat operations 2.5% base pay.

Overtime: Overtime compensation for all hours worked beyond the 40 hour work period. Paid time considered time worked for calculating overtime.

Uniform Allowance: Provided by the City and valued at \$488 for PERS reporting purposes.

Call Out: Minimum 2 hours (including travel time) of pay @1.5 times hourly rate of pay for each emergency call out.

Scholastic Pay: Additional compensation based on scholastic achievement.

Years of Service	College Semester/Unit	% of Actual Step In Job Class Range
2 or more	30	1.5%
3 or more	60	2.5%
3	90	3.5%
4 or more	90	3.5%
4	120	4.5%
4	BA/BS	5.5%
4	MA/MS	6.5%

Night Standby Pay: Employees assigned to standby duty at times other than the normal working hours shall be guaranteed two and a half (2.5) hours pay at his/her base rate for each calendar day. Employees must maintain residency within thirty (30) minutes driving time to Marine Safety Headquarters to be eligible for Night Standby Pay.

Move-up Pay: Five percent (5%) pay differential over the employee's regular rate of pay for work performed in the classifications of Lifeguard Captain or Lifeguard Battalion Chief for a period of one (1) working hour or longer. All holiday, vacation, sick leave and paid leave shall be paid at the employee's regular rate of pay.

LEAVES

Flex Leave Pay: All employees hired after July 1, 1990 will be included in the Flexible Leave Program and shall accrue flexible leave at the following rates:

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Years of Cont. Svc	Hours/Pay Period	Longevity Pay
1 but less than 5	5.54	0
5 but less than 9	6.15	0
9 but less than 12	6.77	0
12 but less than 16	7.69	0
16 but less than 20	7.69	1.0%
20 but less than 25	7.69	1.5 %
25 and over	7.69	2.5%

Vacation Pay: Available only to employees hired prior to January 1, 1990 who do not receive Flex Leave. Employees entitled to vacation leave with pay shall accrue vacation pay at the following rates:

Years of Cont. Svc	Hours/Pay Period
0 but less than 5	3.38
5 but less than 9	3.99
9 but less than 12	4.61
12 but less than 16	5.22
16 but less than 20	5.84
20 but less than 25	6.46
25 and over	7.07

Use of Flex and Vacation Leave: Level A staffing shall run from June 15th through Labor Day. During this period of time, full-time personnel may be limited to a total of forty (40) hours usage of flex/vacation leave. Additional flex/vacation leave during this period may be approved if, in the opinion of management, adequate staffing levels can be maintained.

Sick Leave: Available only to employees hired prior to January 1, 1990 who do not receive Flex Leave. LMA members on the sick leave system shall accrue sick as follows:

Years of Cont. Svc	Hours/Month
0 to 1 year	4
1 to 2 years	5
2 to 3 years	6
3 to 4 years	7
4+ years	8

Sick Leave Conversion: Once per calendar year, an employee may convert up to six days of sick leave to cash or vacation hours paid at the rate of 50%. Employees have accrued a minimum of forty (40) months of accrued sick leave and have used six (6) or less sick days during the calendar year to be eligible.

Holiday Leave: LMA employees receive the following holidays: Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, half-day Christmas Eve, Christmas, half-day New Year's Eve, New Year's Day, Martin Luther King Day, Washington's Birthday, Memorial Day, Floating Holiday (1). New regular employees receive their Floating Holiday upon completion of the one-year probationary period.

Bereavement Leave: The necessary absence from duty for the death or terminal illness of an immediate family member (father, mother, brother, sister, wife, husband, child, or grandparents and

the employee's spouses' father, mother, brother, sister and child). Limited to five (5) working days per incident per calendar year.

Leave Payout: Upon termination, LMA employees receive payment of accrued leave hours at a rate of 109% of their base hourly rate.

Jury Duty: Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

BENEFITS

Cafeteria Plan: On December 20, 2008, the city will contribute \$974 per month plus the minimum CalPERS participating Employer's contribution for health benefits. Employees with proof of other group medical coverage may opt out of the City plan and receive the cafeteria allowance of \$974 as taxable cash back. Any unused cafeteria plan funds shall be payable to the employee as taxable cash back.

Disability Insurance: City disability coverage requires a 30 calendar day waiting period. The weekly benefit is 66 2/3% of gross salary up to maximum of \$10,000 per month; minimum benefit is \$50.

Life Insurance: City paid policy up to \$50,000 in coverage based on annual salary.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Formula: PERS 3%@55 with the following contract options: single highest year, Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and 4th Level 1959 Survivor Benefit, option settlement 2 death benefit. The City pays the Employee and Employer portion and reports the Employer Paid Member Contribution (EPMC) of all additional salary for retirement calculation purposes. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

No later than December 31, 2008, the City will amend its PERS contract to provide for the 3% @ 50 retirement formula.

Retiree Health Benefits Program: The City provides a retiree medical benefit for employees through a Medical Expense Reimbursement Program (MERP). Employees employed prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. This is a one-time, irrevocable selection. Employees employed after January 1, 2006 participate in the fully-converted plan only.

Retiree Medical Plans

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
I. Payments by Employee to City to support program prior to retirement: None	I. Payment by Employee to City to support program prior to retirement: \$100 per month until retirement

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<p>II. Contributions to Employee MERP Account During Employment:</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. \$1.50 per month for each year of service plus age (City contribution).3. \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 90% of flex/vacation* and 90% of sick). <p>III. City Contributions to Employee MERP Account After Retirement: None.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>	<p>II. Contributions to Employee MERP Account During Employment</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. No City Contribution.3. \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement—must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 90% of flex/vacation* and 90% of sick). <p>III. City Contributions to Employee MERP Account After Retirement: \$400 per month.</p> <p>*For distribution purposes, comp time will be applied the same as flex time.</p>
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Tuition Reimbursement: \$1,000 per fiscal year for job related courses.

MISCELLANEOUS

Sun Protection: \$400.00 reimbursement (not restricted to use at Lifeguard Store) per year in sun protection materials for all unit employees.

Work Schedules: Flexible work schedules are available in departments where they are currently operating successfully.

Revised (mwd): 8/4/09